



THE POSITION:

Under the general direction of the Energy Services Director, responsible for coordinating the activities of Power Operations, System Operations and Technical Services by securing maximum efficiency of personnel and equipment within the superintendents' jurisdiction; organizes, directs and provides support for the construction and maintenance of electrical facilities, operation of communications, electronic, electrical and industrial systems owned and operated by the City; coordinates, interprets and applies all city policies and objectives in a consistent manner; assures areas of operations comply with various city, state and federal safety guidelines; coordinates major projects with other operating entities within and outside the Operations Division; prepares budget recommendations and makes related decisions to keep the City's electrical facilities and system operations concurrent with economic changes.

THE MINIMUM REQUIREMENTS:

Any combination equivalent to a Bachelor's degree in engineering, business administration, construction management or applied science, and five years of experience in electrical utility engineering or operations including three (3) years of experience in a supervisory or managerial capacity; ability to obtain a valid Washington State driver's license upon date of hire..

THE IDEAL CANDIDATE WILL HAVE:

Ideal candidates will be seasoned managers with a background in labor relations and the ability to foster productive working relationships and gain the respect of peers and subordinates. A track record in strategic planning, internal/external benchmarking, budgeting, and customer service will be viewed favorably.

A Remarkable Career Opportunity...

THE COMPENSATION:

The base salary range is \$78,978- \$118,456 annually (DOQ). The City rewards employees who excel in their performance, and the successful candidate will enjoy the opportunity for pay advances based on demonstrated achievement.

The City also offers a variety of outstanding City-paid and optional benefits including:

- ◆ Excellent medical plan options with majority of premium City-paid
- ◆ City-paid dental and vision plans
- ◆ 3% City-paid and 4% City-match deferred compensation plans (total 7% City-paid) includes ICMA RC 457 and 401 (a) options
- ◆ Generous Paid Time Off (PTO) Program
- ◆ Participation in the State's PERS Retirement Plan
- ◆ City-paid Long-term Disability Insurance
- ◆ City-paid Life and AD&D Insurance; equals two times the employees annual salary
- ◆ Post Retirement Medical Plan with shared Retiree/City-paid premiums (must meet eligibility requirements)
- ◆ Section 125 - Flexible Benefits Plan

THE ENERGY SERVICES DIVISION:

The City acquired its electric system in 1959 when the United States government transferred ownership to the City. The Electric Utility is currently operated by the Energy Services Department and has approximately 22,000 active accounts within the City. The City Council serves as the governing body of the Electric Utility and has responsibility for, among other things, budgets and rates. The City Council has authority to set rates, and such rates are not subject to regulatory action by any Washington State or Federal Agency.

As of January 1, 2007, the Energy Services Department had 58 full-time equivalent employees. The Energy Services Department is divided into four functional areas. The areas consist of Administration, which is responsible for providing guidance and direction to the Engineering, Operations and Power and Resource Divisions. The Electrical Engineering Division is responsible for providing system planning, distribution design, construction support, and standards development for electrical transmission and distribution systems.

with the City of Richland, Washington

The Operations Division is responsible for construction and maintenance of electrical facilities and communication systems owned and operated by the City. The Power and Resource Division is responsible for cost of service studies, rate analysis, budget, and financial management of the department and customer service programs including conservation, public education and key accounts.

This position is considered a Division Head reporting directly to the Director of Energy Services.

THE CITY ORGANIZATION:

Richland is a full service, Class 1 municipality serving a resident population of approximately 45,070. Additionally, several thousand additional Tri-Citians work in Richland every day. The municipal government employs nearly 500 people to deliver \$134 million in annual services excluding onetime debt and capital expenses, with a total budget of approximately \$207 million. The City's Capital Facilities Plan continues to be aggressive and includes over \$18 million in general purpose, transportation, economic development and utility related projects for CY 2007.

The City is structured as a council-manager form of government. Like its neighboring cities, Richland delivers a variety of public safety, street maintenance, basic utility, and recreational services. The City is also an electric distribution utility, operates its own public library, and administers a regional emergency management and 911 Dispatch Center.

Richland receives wide recognition for the beauty of its integrated parks, river-shore, commerce centers and living spaces.

THE CITY'S VALUES:

The City is intentionally migrating toward a values-based as opposed to rules bound organization. Employee selected core values are:

TEAMWORK – We will work together, demonstrating collaboration through mutual reliability, openness, and flexibility to accomplish our goals.

INTEGRITY – We will demonstrate an uncompromising allegiance to the core values of honesty, respect for others, loyalty, consistency, accountability, and sincerity.

EXCELLENCE – We will deliver a superior level of commitment, responsiveness, performance, and provision of services to all, with the attitude that everything is worth our best effort.

THE COMMUNITY:

Richland is located along the Columbia and Yakima Rivers in southeastern Washington in the heart of the Pacific Northwest. Along with its sister cities of Pasco, West Richland and Kennewick, the metropolitan area (population approximately 204,000) is known as the Tri-Cities. Richland, located in Benton County, claims approximately 45,070 residents.

Originally incorporated as a small farming community, Richland now focuses on energy production, advanced research, environmental remediation, and technology. Recent developments have been seen in the fields of agricultural research and production as well as the introduction of Washington State University-Tri-Cities as a four year university enhancing our higher educational status. The U.S. Department of Energy's Hanford site has dominated the region for 50 years in terms of size, employment and expenditures. Hanford's mission has evolved from defense production to waste management and environmental restoration. Federal expenditures and employment at Hanford will begin to decline in 2007 as the cleanup mission is completed. As a result, one of the City's primary goals is to further diversify its economy and expand its commercial and business sectors.

The City and its citizens are proud of the community's high quality of life, which includes higher education opportunities, outstanding health care providers and facilities, cultural and recreational amenities, and municipal services that consistently score very high in community surveys. Richland residents also enjoy a favorable cost of living and one of the lowest crime rates in the state.





OTHER:

The City of Richland is an equal employment opportunity employer and maintains policies for a drug-free, smoke-free work environment. The contents of this flyer do not constitute an expressed implied contract.

The successful candidate will be required to pass a comprehensive background check including reference checks, credit history, and pre-employment medical examination. This position is considered "at will".

SUPPLEMENTAL QUESTIONS:

Please provide complete, concise answers to the following questions; limit your total response to no more than one page per question.

1. Please describe in detail your experience and background in Power Operations, System Operations and Technical Services.
2. Discuss a project that you are particularly proud of and describe your role in its success. Also, discuss a project with a negative outcome and what you learned from it.

THE APPLICATION PROCESS:

The final filing date is **Friday, August 8, 2008**. To be considered for this unique career opportunity, submit cover letter with current salary, resume, supplemental questions and five work-related references to:

Pam Derby
CPS EXECUTIVE SEARCH
241 Lathrop Way
Sacramento, CA 95815
Tel: 916 263-1401
Fax: 916 561-7205
Email: resumes@cps.ca.gov
www.cps.ca.gov/search



Human Resource Services

